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CWU Faculty Senate Minutes - 12/06/1972

Esther Johnston

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MINUTES: Regular Senate Meeting, 6 December 1972
Presiding Officer: David R. Anderson, Chairman
Recording Secretary: Esther Johnston

ROLL CALL

Senators Present: All senators or their alternates were present except Louis Bovos, Bill Cooper and Jim Cushman.

Others Present: William D. Floyd, David Hosford, Madge Young, Bernard Martin, W. O. Dugmore, Pearl Douce', Don Schliesman, Larry Lawrence, Beverly Heckart, Doris Jakubek, Robert Benton, Thomas Blanton, Dale Comstock and Wayne Hertz.

AGENDA CHANGES AND APPROVAL

The chairman suggested that the following items be added:

1. Under "Communications" add
 - E. Letter from Richard Leinaweaver
 - F. Letter from Jerry Jones
2. Under "Reports" add
 - D. Report of Chairman

MOTION NO. 879: Mr. Kramar moved, seconded by Charles McGehee, that the letter from Beverly Heckart be moved to follow the report of the Personnel Committee. The motion was voted on and passed with a unanimous voice vote.

The chairman asked if there were any further changes. There being none, the Agenda with changes was approved.

APPROVAL OF MINUTES

The minutes of November 1 were approved as distributed.

COMMUNICATIONS

The following communications were received:

1. A letter from Larry Lawrence, dated November 7, 1972, transmitting a resolution approved by the Department of English and requesting it be brought to the attention of the CWSC Faculty, the Code Committee, and Personnel Committee, the Senate and the Administration. This has been directed to the Personnel Committee and they will respond to it in their report.

2. A memorandum from Lt. Col. John L. Allen, dated November 7, 1972, informing the Senate that the Aerospace Studies had elected Lee Fisher as Senator and John Allen as his alternate.
3. A letter from Richard T. Doi, dated November 13, 1972, informing the Senate that the Art Department had elected Richard Fairbanks as Senator and Philip Koch as alternate for that Department.
4. A letter from Beverly Heckart, dated November 16, 1972, protesting on behalf of the AAUP President Brooks's recent decision to deny petitions for allowance of the application of time served as a Lecturer toward the achievement of tenure, sabbatical leave, and promotion. This communication will be discussed following the report of the Personnel Committee.
5. A memorandum from Richard E. Leinaweaver, dated November 29, 1972, supporting our efforts to economize by reducing the number of minutes and suggesting that the minutes be distributed sooner after the meetings.
6. A letter from Jerry Jones, dated December 5, 1972, regarding his concern over the report of the Personnel Committee of December 6. This letter has been distributed for consideration during the Personnel Committee's report.

REPORTS

A. Executive Committee--Ken Berry reported the following:

1. The next regular meeting of the Senate will be January 10, 1973 at 4:00 p.m. in Hertz Hall, Room 123.
2. A vacancy on the Student Affairs Committee developed when Mr. Applegate accepted appointment to the Curriculum Committee. The Executive Committee nominated Byron DeShaw to fill this vacancy.

The Senate approved the Executive Committee's nomination of Byron DeShaw to serve on the Student Affairs Committee.

3. On the memorandum attached to today's Agenda, the Executive Committee will move under Old Business to declare the ballot on the review of Motion 852 null and void, and to poll the faculty a second time.
4. In anticipation of funding for salary increases during this academic year, the Executive Committee has prepared a charge to the Budget Committee suggesting areas in which they might seek involvement. Also, a charge was made to develop a budget guide outlining procedures to be followed in budget determination.
5. The Executive Committee met December 5 with Deans Green, Comstock, Schliesman, and Mr. Applegate as an early step to forming a new charge

to the Curriculum Committee. Consensus was that the Curriculum Committee might concern itself more with policy rather than routine matters if relieved of the task of perusing routine curriculum matters. A detailed report will be made at the January 10 Faculty Senate meeting.

6. The matter of financial support for expenses incurred by CWSC delegates to the Council of Faculty Representatives was discussed and the following motion was prepared:

MOTION NO. 880: Ken Berry moved, seconded by John Purcell, that the Faculty Senate appreciates the efforts of its delegation to the Council of Faculty Representatives. It is well aware of the need for financial support to cover the travel expenses of its representatives. The Senate encourages the faculty to contribute to a fund for this purpose and authorizes the Senate Chairman to solicit the faculty for funds. The motion was voted on and passed with a unanimous voice vote.

B. Budget Committee--no report at this meeting.

- C. Code Committee--Robert Jacobs reported that hearings will be held on the proposed Code amendments that are attached to today's Agenda.

Mr. Leavitt suggested that we not start the hearings before the Board of Trustees takes formal action on the proposed Code revision before it now.

Mr. McGehee raised the question of when is the Code going to be passed.

The chairman announced he has written a letter asking the Board of Trustees to consider it, but the Board is not ready to consider the Proposed Revision.

MOTION NO. 881: Mr. McGehee moved, seconded by Mr. Vifian, that in view of the Board of Trustees' long delay in approving the Proposed Revision of the Faculty Code, the Senate wishes to reaffirm its full support for the proposed revision and directs the chairman to arrange regular meetings as soon as possible between representatives of the Senate and the President of the College as a means toward securing passage of the Code's revision. The motion was voted on and passed with one abstention from Mr. Harrington.

- D. Curriculum Committee--The Committee report recommends Senate approval of the proposals which the ACCC has forwarded to the Senate Curriculum Committee on pages 244, 247, 251, 252, 253, and approval of the proposals sent by the Graduate Council to the Senate Curriculum Committee on pages 4, 10, 11, 12, 13, 14.

MOTION NO. 882: Jim Applegate moved, seconded by Gordon Leavitt, that the Senate accept the Senate Curriculum Committee's recommendation. The motion was voted on and passed with abstentions from Mr. Harrington, Mr. Berry, Mr. Cocheba, and Mr. Lygre.

- E. Personnel Committee--Betty Hileman commented on the report attached to today's Agenda. She explained that the letter from Kay Sokol and Marilyn Beebe was forwarded to the Senate Personnel Committee last spring and has not been acted on until this fall. She said the Committee's Recommendations No. 1 and No. 2 are an attempt to establish guidelines for contractual stipulations for achievement of tenure. It is the opinion of the Personnel Committee that present contracts are not in violation of the Code. She suggested the recommendations could be used in conjunction with Mr. Lawrence's letter which is attached to today's Agenda.

MOTION NO. 883: Catherine Sands moved, seconded by Darwin Goodey, that the Senate accept the report of the Personnel Committee and that the Executive Committee be instructed to work with the Administration and the Board of Trustees to see that the Recommendation No. 1 contained in the report receive action as soon as possible.

Mr. Harrington said that the Trustees have reviewed the case in depth. Various statements from people in the Music Department were referred to the Trustees. He said that the Trustees are concerned that some statements were made by people not authorized to do so. Their position is clear on the contracts.

Mr. Keller asked Mr. Harrington if in respect to a third person in music, did that person achieve the doctorate under the stipulation of the contract?

Mr. Harrington answered, yes.

Mr. Cocheba said on the basis of Recommendation No. 2, he would like some indication of what effect the policy would have on departments.

Mr. Harrington said that the departments were asked what terminal degree is appropriate in their field.

Mr. Cocheba asked if they could hire people with less than those qualifications.

Mr. Harrington answered that the Board of Trustees would consider each person separately and that a case would have to be made for hiring a person who did not have the appropriate terminal degree.

Miss Hileman said one of the problems in the past has been an inconsistency. The Personnel Committee is trying to develop a guideline.

Wayne Hertz commented in length on being in favor of retaining the two teachers.

Mr. Berry called for the question.

There was a roll call vote on Motion No. 883:

Aye: David Canzler, Richard Fairbanks, Duncan McQuarrie, Arthur Ladd, Thomas Thelen, Zolton Kramar, James Nylander, Catherine Sands, Daryl Basler, Roger Ferguson, Lynn Osborn, Pete Martinez, Gordon Leavitt, Robert Jacobs, John Vifian, Jim Applegate, Betty Trout, Ken Berry, Marie Madison, and Darwin Goodey.

Nay: Steven Farkas, Robert Jones, Rosco Tolman, Calvin Willberg, David Lygre, Chester Keller.

Abstain: Lee Fisher, Dean Owens, David Anderson, Donald Cocheba, Charles McGehee, John Purcell, Betty Hileman, and Edward Harrington.

The Motion passed.

MOTION NO. 884: Mr. Leavitt moved, seconded by Mrs. Sands, that the Senate accept the report of the Personnel Committee and that the Executive Committee be instructed to work with the Administration and the Board of Trustees to see that the Recommendation No. 2 contained in the report receive action as soon as possible.

There was considerable discussion on the motion presented by Mr. Leavitt.

It was agreed to amend the report of the Personnel Committee to read, (Page 2, lines 3 and 4).

1. Each department and programs in cooperation and agreement with the administration clearly state the education and/or experience expected of tenured faculty in its various sub-disciplines.

Mr. Applegate asked what does this recommendation propose that is new.

Miss Hileman said the procedure has been initiated by Vice President Harrington, but has not been specifically adopted by the Senate.

Mr. Leavitt said there should be some flexibility in re-negotiating a contract.

Mr. Willberg questioned if the recommendation would mean the departments then are considered to be the final authority on who is retained or not. Don't the Trustees have the final say on this?

Mr. Anderson answered, yes.

Mr. Vifian thinks the serious problem is that we are setting out standards which will determine contract letters and also which will determine qualifications to be considered for tenure which are beyond those in the Code. This is the point of Mr. Lawrence's letter. He said he thinks a Code change could be made and passed.

Mr. Jacobs agreed with Mr. Vifian. If we agree to Recommendation No. 2, it permits an additional set of requirements on tenure above what is in the Code.

Mr. McGehee moved to amend Motion No. 884.

MOTION NO. 885: Mr. McGehee moved, seconded by Mr. Lygre, that the Senate adopt Recommendation No. 2 of the Personnel Committee report and refer the recommendation to the Code Committee for rewriting in the Code amendment.

Mr. Vifian said the rules for tenure are an agreement between the faculty and the Trustees. Amending the Code to include the procedure as discussed would not add an area of faculty interest.

Mr. Keller said he wants to support what Mr. Vifian is saying.

Mr. McGehee asked if the motion is passed without it being a Code amendment, what would be the consequences of it.

Mr. Berry said that one consequence is that an alternate might be proposed.

Mr. Vifian said this could be disastrous. This should be decided by the faculty Senate and ultimately by the faculty at large.

Mr. Berry called for the question.

Roll call vote was taken on the Motion to amend:

Aye: Jim Applegate, Betty Trout, Lynn Osborn, Charles McGehee, Zolton Kramar, Richard Fairbanks, Chester Keller, John Vifian, Arthur Ladd, Duncan McQuarrie, Steven Farkas, Donald Cocheba, David Canzler, John Purcell, Marie Madison, James Nylander, Robert Jacobs, David Lygre, and Pete Martinez.

Nay: Roger Ferguson, Calvin Willberg, Betty Hileman, Thomas Thelen, Gordon Leavitt, Daryl Basler, Catherine Sands, Darwin Goodey, Robert Jones, Rosco Tolman, Kenneth Berry.

Abstain: Edward Harrington, David Anderson, Lee Fisher and Dean Owens.

The motion passed.

The chairman said the amended motion is now on the floor to be considered.

Mr. Jacobs said his understanding is his department could hire somebody with a masters degree plus 45 hours plus 3 years experience, but he must obtain a doctorate in order to achieve tenure.

The question was called for. Roll call vote was taken:

Aye: Daryl Basler, Charles McGehee, Pete Martinez, Rosco Tolman, Jim Applegate, David Lygre, Betty Hileman.

Nay: James Nylander, Robert Jones, John Vifian, Chester Keller, Lynn Osborn, David Canzler, Roger Ferguson, Catherine Sands, Calvin Willberg, Robert Jacobs, Duncan McQuarrie, Richard Fairbanks, Thomas Thelen, Gordon Leavitt, Darwin Goodey, and Zolton Kramar.

Abstain: John Purcell, David Anderson, Lee Fisher, Edward Harrington, Arthur Ladd, Donald Cocheba, Steven Farkas, Marie Madison, Kenneth Berry, Dean Owens and Betty Trout.

Motion 884 as amended by Motion 885 fails.

The chairman said the Personnel Committee will work with the Code Committee and come up with a recommendation if possible.

Miss Heckart then gave a lengthy report on her letter saying that she had gone back into the records from 1967-68 to 1972-73 of full time faculty and the number of lecturers. She said there are 9 people who are up for tenure this year who were originally appointed as lecturers.

MOTION NO. 886: Mr. Thelen moved, seconded by Mr. Lygre, that the Senate recommends that the President reverse his recent decision to deny the petition of the departments on behalf of those persons now possessing the necessary qualifications to apply their time served as Lecturer toward tenure, sabbatical leave, and promotion eligibility after such requests were approved by the appropriate Deans.

MOTION NO. 887: Charles McGehee moved, seconded by Chester Keller, to amend Motion No. 886 by deleting "now possessing the necessary qualifications." The motion was voted on and carried with a unanimous voice vote.

Motion No. 886 (as amended) was then voted on and carried with Mr. Harrington, Mr. Tolman, Mr. Farkas, Mr. Ladd, Mr. Jacobs and Mr. Purcell abstaining.

F. Student Affairs Committee--no report at this time.

G. Task Force on Collective Bargaining--Bob Benton reported that the Joint Committee is meeting Friday and he will have a bill to present to the legislature. He reported that the CFR will be drafting a bill and will be using as a basis the Guidelines for Collective Bargaining that were sent out to the Senators. It is extremely important that they receive feedback from the Senators. They will ask the Senate to endorse the bill and they want to take this to the legislature. He asked that opinions be directed to him.

MOTION NO. 888: Mr. Keller moved, seconded by Mr. Basler, to recess the meeting until next Wednesday, December 13, at 4:00 p.m. The motion was voted on and carried with a unanimous voice vote.

ADJOURNMENT

The meeting adjourned at 6:20 p.m. until Wednesday, December 13, at 4:00 p.m.

AGENDA
FACULTY SENATE MEETING
4 p.m., Wednesday, December 6, 1972
Room 123, Hertz Hall

I. ROLL CALL

II. AGENDA CHANGES AND APPROVAL

III. APPROVAL OF MINUTES OF NOVEMBER 1, 1972

IV. COMMUNICATIONS

- A. Letter from Larry L. Lawrence
- B. Memorandum from John L. Allen
- C. Letter from Richard T. Doi
- D. Letter from Beverly Heckart with attachment

V. REPORTS

- A. Executive Committee
- B. Standing Committees
 - 1. Budget
 - 2. Code
 - 3. Curriculum
 - 4. Personnel
 - 5. Student Affairs
- C. CBR Task Force on Collective Bargaining--Bob Benton

VI. OLD BUSINESS

- A. Policy on "Incompletes"
- B. MOTION: That the Faculty Senate take action on the proposed elementary education program as recommended by the Senate Curriculum Committee at the June 4 meeting--
(Duncan McQuarrie)

VII. NEW BUSINESS

- A. Letter from Beverly Heckart

VIII. ADJOURNMENT

FACULTY SENATE MEETING OF

Dec. 6, 1972

ROLL CALL

☒ Anderson, David
☒ Willberg, Calvin
☒ Applegate, Jim
☒ Basler, Daryl
☒ Berry, Kenneth
Bovos, Louis
Brooks, James
☒ Canzler, David
Chrismer, John
☒ Richard Fairbanks
☒ Farkas, Steven
☒ Fisher, Lee
Gillam, Cornelius
☒ Goodey, Darwin
☒ Hileman, Betty
☒ Jacobs, Robert
Jones, Jerry
☒ Jones, Robert
☒ Keller, Chester
☒ Kramar, Zolton
☒ Ladd, Arthur
☒ Leavitt, Gordon
☒ McGehee, Charles
☒ McQuarrie, Duncan
☒ Nylander, James
☒ Owens, B. Dean
☒ Purcell, John
☒ Osborn, Lynn
☒ Sands, Catherine
Shadle, Owen
☒ Thelen, Thomas
☒ Tolman, Rosco
☒ Trout, Betty
☒ Vifian, John

Cooper, Bill
Cushman, Jim
☒ Ferguson, Roger

Frederick Lister
Otto Jakubek
Frank Carlson
Art Keith
Raymond Wiman
James Hollister
☒ Edward Harrington
Richard Johnson
☒ Marie Madison
Philip Koch
Robert Bentley
☒ John Allen
Donald Cocheba
James Klahn

Charles Stastny
☒ David Lygre
Charles Vlcek
Jay Bachrach
Gordon Warren
Willard Sperry
John DeMerchant
William Benson
Frank Nelson
John Pearson
Eileen Calkins
John Foster
Milo Smith
Marco Bicchieri
☒ Pete Martinez
Glen Clark
Nancy Lester
Pearl Douce'
Bruce Teets

Carl Olson

VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

William D. Floyd

David R. Horford

Madge Young

Bernard Martin

W D Dugmore

Pearl Duce

Don Schliesman

Dan L. Lawrence

Beverly Heckart

Don P. Jakubek

Robert Benton

Thomas Blanton

Dale Comstock

Wayne Kutz

Last person signing please return to the Recording Secretary.

RANDOM
CALL VOTE

Motion 808

Senator

	AYE	NAY	ABSTAIN	
Fisher, Lee			X	John Allen
Owens, B. Dean			X	Lileen Calkins
Canzler, David	X			Richard Johnson
Farkas, Steven		X		Robert Bentley
Richard Fairbanks	X			Philip Koch
McQuarrie, Duncan	X			Frank Nelson
Anderson, David			X	Frederick Lister
Gilliam, Cornelius			X	Donald Cocheba
Ladd, Arthur	X			Willard Sperry
Cooper, Bill				Carl Olson
Thelen, Thomas	X			Glen Clark
Kramar, Zolton	X			Gordon Warren
Nylander, James	X			John Pearson
Jones, Robert		X		Charles Vleck
Sands, Catherine	X			Marco Bicchieri
Basler, Daryl	X			Art Keith
McGehee, Charles			X	Frank Nelson
Tolman, Rosco		X		Nancy Lester
Wilberg, Calvin		X		Otto Jakubek
Perrell, John			X	John Foster
Ferguson, Roger	X			Carl Olson
Osborn, Lynn	X			Milo Smith
Shadle, Owen	X			Pete Martinez
Jones, Jerry		X		David Lygre
Leavitt, Gordon	X			John DeMerchant
Jacobs, Robert	X			Charles Stastny
Vifian, John	X			Bruce Teets
Applegate, Jim	X			Frank Carlson
Bovos, Louis				James Hollister
Trout, Betty	X			Pearl Douce'
Berry, Ken	X			Raymond Wiman
Hileman, Betty			X	
Keller, Chester		X		Jay Bachrach
Chrismer, John	X			Marie Madison
Cushman, Jim				Carl Olson
Brooks, James			X	Edward Harrington
Goodey, Darwin	X			James Klahn

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8

RANDOM
ALL CALL VOTE

Motion 878

Senator

AYE

NAY

ABSTAIN

Bovos, Louis	✓			James Hollister
Applegate, Jim	✓			Frank Carlson
Trout, Betty	✓			Pearl Douce
Ferguson, Roger		✓		Carl Olson
Willberg, Calvin		✓		Otto Jakubek
Cooper, Bill				Carl Olson
Oshorn, Lynn	✓			Milo Smith
Hileman, Betty		✓		
McGehee, Charles	✓			William Benson
Thelen, Thomas		✓		Glen Clark
Leavitt, Gordon		✓		John DeMerchant
Brooks, James			✓	Edward Harrington
Kramar, Zolton	✓			Gordon Warren
Basler, Daryl		✓		Art Keith
Sands, Catherine		✓		Marco Bicchieri
Cushman, Jim		✓		Carl Olson
Goodey, Darwin		✓		James Klain
Richard Fairbanks	✓			Philip Koch
Keller, Chester	✓			Jay Bachrach
Varian, John	✓			Bruce Teets
Ladd, Arthur	✓			Willard Sperry
McQuarrie, Duncan	✓			Frank Nelson
Farkas, Steven	✓			Robert Bentley
Gillam, Cornelius	✓			Donald Cocheba
Anderson, David			✓	Frederick Lister
Jones, Robert		✓		Charles Vlcek
Fisher, Lee			✓	John Allen
Tolman, Rosco		✓		Nancy Lester
Canzler, David	✓			Richard Johnson
Purcell, John	✓			John Foster
Owens, B. Dean			✓	Eileen Calkins
Chrismer, John	✓			Marie Madison
Nylander, James	✓			John Pearson
Berry, Kenneth		✓		Raymond Wiman
Jacobs, Robert	✓			Charles Stastny
Jones, Jerry	✓			David Lygre
Shadle, Owen	✓			t uez

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11

4

3
RANDOM
ROLL CALL VOTE

Fails

Senator

AYE

NAY

ABSTAIN

Purcell, John			✓	John Foster
Cushman, Jim				Carl Olson
Nylander, James		✓		John Pearson
Anderson, David			✓	Frederick Lister
Fisher, Lee			✓	John Allen
Brooks, James			✓	Edward Harrington
Jones, Robert		✓		Charles Vlcek
Ladd, Arthur			✓	Willard Sperry
Basler, Daryl	✓			Art Keith
Gilliam, Cornelius			✓	Donald Cocheba
Farkas, Steven			✓	Robert Bentley
Vifian, John		✓		Bruce Teets
Chrismer, John			✓	Marie Madison
Keller, Chester		✓		Jay Bachrach
Osborn, Lynn		✓		Milo Smith
McGehee, Charles	✓			William Benson
Canzler, David		✓		Richard Johnson
Ferguson, Roger		✓		Carl Olson
Berry, Kenneth			✓	Raymond Wiman
Watts, B. Dean			✓	Eileen Calkins
Siddle, Owen	✓			Pete Martinez
Sands, Catherine		✓		Marco Bicchieri
Tolman, Rosco	✓			Nancy Lester
Bovos, Louis				James Hollister
Applegate, Jim	✓			Frank Carlson
Trout, Betty			✓	Pearl Douce
Willberg, Calvin		✓		Otto Jakubek
Jones, Jerry	✓			David Lygre
Cooper, Bill				Carl Olson
Jacobs, Robert		✓		Charles Stastny
McQuarrie, Duncan		✓		Frank Nelson
Richard Fairbanks		✓		Philip Koch
Thelen, Thomas		✓		Glen Clark
Hileman, Betty	✓			
Leavitt, Gordon		✓		John DeMerchant
Goodey, Darwin		✓		James Klahn
Kramar, Zolton		✓		Gordon Warren

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CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF SPEECH AND DRAMA

ELLENBURG, WASHINGTON

98926

November 29, 1972

Memorandum

TO: David R. Anderson, Chairman
Faculty Senate

FROM: Richard E. Leinaweaver *fil*
Director of Theatre

RE: Distribution of minutes of Senate meetings

We are in receipt of your memorandum of November 22, which was attached to the Senate Minutes of November 1. We support your efforts in economy which reduce the number of distributed copies by 60%, and sincerely hope that the lag time between the date of the meeting and the date of distribution of those minutes can be reduced by the same percentage.

RECEIVED
RECEIVED
NOV 30 1972
FACULTY
FACULTY

Report of Chairman

According to the Human Rights Policy it is the responsibility of the Senate Chairman to appoint the faculty members to the Human Rights Commission. It is my pleasure to announce the appointment of David Lygre to fill the vacancy created while Edward Klucking is on Sabbatical Leave.

The Joint Committee on Higher Education (JCHE) asked your chairman to various alternatives which it is considering for inclusion into a collective bargaining bill. I appointed an Advisory Committee on Collective Bargaining to provide some aid in responding to the JCHE. The Committee consisted of Gene Kosy, Beverly Heckart, Ken Harsha, Larry Danton, Jann Carpenter, Bob Jacobs and was chaired by Ken Berry. My response to the JCHE is available in the Senate Office. We intend to obtain a wider discussion of collective bargaining bills during winter quarter.

Your chairman went to Olympia to the budget hearing held by the Governor on November 21. The presentation apparently had a favorable reception. The Governor was sympathetic with our need for salary increases. Although he indicated that an 18% increase was beyond reach, he said he would take a "good whack" at it.

CENTRAL WASHINGTON STATE COLLEGE

ELLensburg, WASHINGTON

200

November 7, 1972

Dr. R. Anderson, Chairman

Dr. R. Anderson

Dr. R. Anderson

Dear Dr. Anderson:

I herewith transmit the following resolution approved by the Department of English on November 2, 1972. Copies are being sent also to President Brooks, Vice President Hargrove, the chairmen of all academic departments. Would you please bring this resolution to the attention of the Senate, and refer it to the Rules Committee for action.

Since the FWJ Faculty Code states certain specific minimum requirements for employment, promotion, and tenure for faculty at the college; since the Code is flexible and open; since changes in the Faculty Code are made by the Faculty according to established procedures outlined in the Code (Section XIII, pages 27f, Revised 1970 copy); and since an administrative memorandum from the Vice President for Academic Affairs addressed to "Department Chairmen and Administrative Staff" dated March 11, 1972, would apparently make serious and substantive changes in the Faculty Code by establishing new standards, and since these changes seem to contravene the spirit and substance of the Faculty Code, specifically Revised, 1970-1972, sections XIII, VI, VII, and XII --

We request that this possible infraction of the Code be brought to the attention of the FWJ Faculty, the Code Committee, and Personnel Committee, the Senate, and the Administration.

Sincerely,

Larry L. Lawrence, Chairman

President Brooks

Vice President Hargrove

Department Chairmen

M E M O R A N D U M

TO: W. Gordon Leavitt, Chairman, Faculty Senate

FROM: Lt Col John L. Allen, Chairman, Aerospace Studies

SUBJECT: Representatives for Faculty Senate

DATE: 7 November 1972

The representatives for the Faculty Senate from Aerospace Studies are as follows:

Primary: Lee Fisher

Alternate: John Allen

Dept. of Art
CENTRAL WASHINGTON STATE COLLEGE

ELLensburg, WASHINGTON
98936

November 13, 1972

Mr. David Anderson
Lind Hall, Bldg. 208D

Dear Mr. Anderson:

I informed the Art Department in the summer of this year that I wished to resign as faculty senator for the last year of my elected term of service (1972-73).

In accordance with my wish, the Art Department has elected Mr. Richard Fairbanks as my replacement and Mr. Phillip Koch as alternate for 1972-73.

Yours sincerely,

Richard T. Doi

AAUP
CWSC Chapter
November 16, 1972

Mr. David Anderson, Chairman
Faculty Senate
Campus

Dear David:

Attached is a letter to President Brooks protesting, on behalf of the AAUP, his recent decision to disregard the Code Interpretation of April 2, 1969 allowing the application of time served as a lecturer toward the achievement of tenure, sabbatical leave, and promotion. As this is a decision which could affect a number of faculty adversely and unfairly, I request the Faculty Senate to add its protest to that of the AAUP and to work toward a reversal of the President's decision.

Sincerely,

Severly A. Heckart
AAUP President
CWSC Chapter

SAH:pm

C11.

002X

002X

AAUP
CWSC Chapter
November 10, 1972

President James Brooks
Central Washington State College
Campus

Dear Jim:

It has just come to my attention that this year you are not willing to count the time served as Lecturer toward tenure achievement as required by the following Code interpretation made on April 2, 1969:

A person appointed to professional rank, subsequent to holding the title of Lecturer, may be granted by the President and the Board of Trustees, upon recommendation of his department and dean, the right to apply time served as Lecturer toward tenure achievement, sabbatical leave eligibility and promotion.

On behalf of the AAUP, I must strongly object to your decision. It is common knowledge that at the time the Code interpretation was made, the College was misusing the position of Lecturer. In the academic world, it is generally understood that a Lecturer's services are very specialized, of an irregular nature and exceedingly temporary. Their employment with the College should rarely extend beyond a year. Instead, Lecturerships at the College were, and to a certain extent still are, granted to people whose duties are regular, whose term of employment extends from year to year and who can justifiably expect some fair commitment from the College. Moreover, I understand that the College is now trying to place former Lecturers within the ranks as befits the regular nature of their duties.

Given these past and present practices of the College's administration, it is particularly unfair to penalize those people, by non-reappointment or by deferral of tenure, whom the College would ordinarily want to retain, merely because their regular appointment was formerly given the wrong name. Please understand that I fully recognize the staffing problems stemming from our current financial difficulties. On the other hand, I do not think those problems will be less severe because we reject from tenure consideration only one group of people who have earned it. If a department does not wish to retain an individual for reasons other than his former lecturer status, they should so notify him. But it is not good personnel administration to change the practice of considering a former lecturer for tenure when such consideration has been made since 1969 and others have presumably been granted tenure under the rule. It is particularly objectionable to change the rules so close to the time when tenure recommendations are made.

Therefore I hope that you will reverse this decision and further consult with the appropriate representatives of the faculty about our future staffing problems.

Sincerely,

/s/ Beverly A. Heckart

Beverly A. Heckart
President, AAUP
CWSC Chapter

CC: Edward Haxelington
David Anderson
Betty Hileman, Chairman, Personnel Committee

MEMORANDUM

TO: Senators

FROM: David R. Anderson
Chairman, Faculty Senate

DATE: November 29, 1972

RE: Curriculum Committee Report

Jim Applegate has informed me that the Senate Curriculum Committee report will recommend Senate approval of the proposals which the ACCC has forwarded to the SCC on pages 244, 247, 251, 252, 253.

In addition, he hopes to have a report on pages 4, 5, 10, 11, 12, 13, 14 of the proposals sent by the Graduate Council to the SCC.

Faculty Senate
December 6, 1972

The S.C.C. recommends the Faculty Senate approve the following curriculum proposals:

All College Curriculum Committee: pp. 251, 252, 253

Course Additions

Anthro	356	Sex Roles In Society
Geol	380	Environmental Geology
Phil	378	Philo of Love
Soc	426	Birth Control & Pop.
Eng	240	Science Fiction
Geol	447	Invertebrate Paleontology

Course Deletions

Physics 147 Statics

Program Change

Physics Pre-Engineering -- adds no new courses
bolsters math competence

All College Curriculum Committee: pp. 247

Course Additions

Speech/Drama Dr. 485 Practicum in Producing and Touring Childrens Theatre.

All College Curriculum Committee: p. 244

Course Changes

Physical Education	352.1	
	352.2	officiating
	353.3	

Course Deletions

P.E. 352. Sports officiating

Graduate Curriculum Committee: p. 4

Course Additions

Ed.	511	Analysis of Teaching
Math	598	Special Topics

Graduate Curriculum Committee: p. 10-14

Course Addition

Hist. 699 Project Study

Program Change pp. 10-11
M.A. History

Course Change p. 12-13
Art 560, 570, 580, 585, 547, 591.1, 587

Course Deletions p. 13-14
Art 556 Relief Print
Art 561 Media and Techniques *
Sp/A 555 Psycholinguistics

Course Number Change p. 13
Ed. 468 to Ed. 568 History of Education

Course Description Change p. 13
Ed. 524 Organization and Administration of Reading Programs.

MEMORANDUM

TO: Senators

FROM: Senate Executive Committee

DATE: November 29, 1972

The Senate Executive Committee and Code Committee met to discuss the interpretation of Section II.M. of the Faculty Code. The Committees agreed the discussion of the Senate at its meeting of November 1 clearly indicated the Code interpretation was unavoidably intertwined with the ballot under question. For example, regardless of the outcome of the interpretation, some Senators stated they would ask that the ballot be voided.

On December 6 the Executive Committee will move:

The Senate declares the ballot on review of Senate Motion No. 852 null and void and directs a ballot be held immediately to review Senate Motion 852. Further, an unfavorable vote by the majority of the Faculty eligible to vote shall be required to reverse the Faculty Senate action, namely Motion No. 852.

PERSONNEL COMMITTEE REPORT
December 6, 1972

RECOMMENDATION NO. 1

The Senate Personnel Committee recommends that conditions included in the contracts of Kay Sokol and Marilyn Beebe, artist-teachers in the music department, be reviewed and reconsidered by the Administration and Board of Trustees. These stipulations relate to requirement of a Doctorate for tenure consideration and termination of employment at the end of a four-year probationary period if the Doctoral Degree has not been completed.

Rationale:

1. In 1969 contracts were signed by the two individuals in question because they were assured by their chairman that the Doctoral stipulations did not apply to the Music Department. This was an honest assurance by the chairman for prior to 1969 enforcement of these conditions in contract letters had not been consistent.
2. Since 1969, when the original contracts were signed by Sokol and Beebe, three other individuals with similar educational backgrounds have been hired in the Department of Music under contracts which do not include the stipulations requiring a Doctorate for tenure consideration.
3. The faculty of the Department of Music at CWSC endorse the following statement by the National Council of The Arts in Education regarding tenure and promotion of artist-teachers.

"Appointment, promotion, and tenure should be awarded to an artist-teacher in recognition of achievement as a practitioner of the art. Specific degrees are not appropriate requisites for teaching the arts in institutions of higher education or for advancement in them."

The Department of Music overwhelmingly recommends that Sokol and Beebe be considered eligible for tenure without acquisition of the Doctoral degree.

RECOMMENDATION NO. 2

The Senate Personnel Committee recommends that:

1. Each department clearly state the education and/or experience expected of tenured faculty in its various sub-disciplines.
2. New appointees ordinarily be persons meeting the standards described in 1.
3. New appointees not meeting the standards described in 1, receive contract letters specifying conditions under which they may be considered for tenure, such conditions not to exceed the departmental standards.
4. Any proposed exception to 2, and 3, at either the time of initial appointment or of reappointment, especially in the presence of candidates meeting the departmental standards, be supported with the strongest possible evidence that such exception is in the best interests of the sub-discipline, department, and college.

Rationale:

It is not the intent to debate here whether it is in the best interest of Central Washington State College for the Administration and Board of Trustees to encourage or require faculty members to work toward and receive the Doctorate Degree. There is value in involvement, in research, and in scholastic achievement and these professional goals should be instrumental in improving effectiveness of teachers.

However, it is important that the Administration and Board of Trustees recognize that both among and within disciplines, there are differences in the validity of a Doctoral requirement as a terminal degree and in addition there are differences in availability of candidates holding Doctorates in different professional fields.

These recommendations speak only to the matter of eligibility for tenure, and are not intended to be cited in matters of eligibility for promotion.

15 November 1972

Resolved, that the Faculty Code be amended as follows:

I.A.1. Teach or supervise subjects or activities in which students receive credit or who perform the duties of professional librarians, or of professional members of the Counseling and Testing Service, or

I.C., except that only teaching personnel, professional librarians, and professional members of the Counseling and Testing Service are eligible for rank and tenure.

II.D.3. One senator from each department (administrative faculty, library-audiovisual faculty, and counseling and testing faculty to be counted as separate departments).

IV.A. Members of the faculty of Central Washington State College shall be ranked according to the following classifications:

IX.B. Tenure applies only to academic rank achieved as a member of the teaching faculty or as a professional librarian or professional member of the Counseling and Testing Service.

X.C.1 All faculty members shall be eligible to receive benefits, including administrators, librarians, members of the Counseling and Testing service, college teachers, and teachers in the laboratory school.

X.D.1.a. Faculty members with tenure, librarians, professional members of the Counseling and Testing Service, and administrators shall receive benefits as follows:

Robert C. Jautner
15 November 1972

Resolved, that the Proposed Faculty Code be amended as follows:

- 1.25(2) One senator from each academic department elected according to the procedure set forth in Section 1.30(1) of the Faculty Code, provided that administrative faculty, library faculty, and counseling faculty shall each be considered as separate departments for the purpose of elections of Senators;
- 2.05(1) Faculty who teach or supervise subjects or activities in which students receive credit or who perform the duties of professional librarians or professional members of the Counseling and Testing Service...

Proposed Motion on Incompletes for November Senate meeting

Submitted by Ken Berry

Definition of an Incomplete. An "I" (incomplete), when recorded, is not a qualitative grade. Rather, it is a symbol which means: "This student, for reasons beyond his control, was not able to complete the course by the end of the term, but had satisfactorily completed a sufficient portion of it and can be expected to finish without having to re-enroll in it."

An "I", not being a grade, is not used in computing a grade-point average.

Establishing a Grade Instead of an Incomplete. To receive a grade in the course, the student must complete the requirements set by the instructor in writing.* The length of time for completing the requirements should be set by the instructor, but shall be not less than the next full quarter in residence. When the instructor turns in the final grade, which can be any grade from "A" to "F", the credits earned and grade points are then added to the student's record. An "I" not removed remains on the student's academic record.

Questions about the above policy should be referred to the appropriate department chairman or program director.

*A copy of the form used to designate the conditions for completing the course will be deposited in the departmental or program office.

December 5, 1972

David R. Anderson
Chairman, Faculty Senate
Campus

Dear Dave:

Here is a progress report on the election procedures that Mrs. Johnston and I have been checking into. We have studied the Faculty Rosters and have asked President Brooks to review his listing of persons eligible to vote. We hope to come up with a specific listing, before the next election, of those eligible to vote that can also serve as a base from which to work in the future.

If the Faculty Senate approves the Executive Committee's recommendation to declare the election on Motion No. 852 void and to have a new election, there will be three questions for consideration.

- 1) Can those ballots be opened to select the alternate senator at-large for the P. E. Department that was included on the same ballot?
- 2) What is a full-time faculty member?
- 3) What about the persons on Sabbatical Leave or Leave of Absence?

As Secretary of the Faculty Senate, I recommend that we be authorized to open the ballots from the previous election to determine the alternate at-large senator for P. E.

For a subsequent election, I recommend that:

- 1) We consider as "full time faculty eligible to vote" all persons on a full time basis including those who are not on an academic year; and
- 2) We include those persons on a Sabbatical and those on a Leave of Absence as eligible to vote.

Respectfully submitted,

/s/ John M. Chrismer

John M. Chrismer
Secretary, Faculty Senate

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF CHEMISTRY

ELLENSBURG, WASHINGTON

1972

December 5, 1972

Mr. David Anderson
Chairman of the Faculty Senate
Campus

Dear Mr. Anderson:

Few reports from a Committee of the Faculty Senate have harbored such serious implications as that prepared by our Personnel Committee and dated December 6, 1972. I refer to the report concerning the review of certain personnel decisions made by the Administration and the Board of Trustees in the case of the contractual arrangements made by two members of the Department of Music.

First, I have not had the pleasure of meeting either of the two parties involved and my stand is in no way to be considered as casting any reflections on them either personally or professionally. But I do feel that the Committee has made a serious mistake in its rather broad approach to an important principle, that of the sanctity of the written contract under which each of us is employed by this Institution.

I find it difficult to believe that one could completely overlook the effect that such a recommendation will have upon the morale of most members of this faculty, especially those whose contracts were of the same restricted nature as those referred to in the recommendation of the Personnel Committee but whose understanding of a legal document was such that they were willing to do the extra work involved and to make the necessary sacrifices to fulfill the terms of their contracts in order to better assure themselves of continued employment with the College.

I recognize the problems of a Code whose terms are so general and so sketchy that ambiguities and omissions can result in quite broad interpretations at times. Undoubtedly the pressures on the Personnel Committee because of the failure of a new Code to be ratified have been great. I do not,

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however, recognize the premise which says that varied interpretations of clearly delineated contractual terms of either of the parties to such a contract are permissible.

I can take no stock in a rationale which states that "an honest assurance" was given by a Chairman that the enforcement of certain conditions had not been uniform since it is not the Chairman, at least at this institution, with whom one enters into the legal contract of employment. In addition, the matter of the nature of other's contracts entered into since 1969 is of no direct concern to the interpretation of a different contractual form. Also, the standards of achievement set by a given department influence directly the general quality of the faculty as a whole and departmental recommendations with regard to those standards must be measured in the light of the institution wide standards generally agreed upon.

I believe that the vague term "professionalism" implies that those seeking to be sheltered under its name must be willing to constantly review their share of the contribution to those relationships which, taken collectively, constitute that professionalism, and when mature, rational individuals enter into a written contract the violation of which would threaten the assumed premises upon which all others contracts have been written, then I suggest that for the preservation of principle and of the soundness of the numerous other individual contracts and, in fact, the Code under which all of us wish to be sheltered, those individuals must be willing to abide by the conditions as set forth contractually.

I recommend that the Faculty Senate give serious thought to the implications of (1) the present job market for those holding the Doctorate, (2) the present economic strains placed upon this Institution, (3) the relative increase in standards which seems desirable, but which manage to elude us in so many areas of our institutional life, and (4) whether or not a full investigation was carried out by the personnel committee in order to assess the relative ease with which advanced work leading to a Doctorate in the various subdisciplines of music may be pursued.

The statement made on the last page (bottom sentence) regarding the issue should be weighed heavily by every Senator. To me, that may be the key to the determination and reasonableness with which this whole matter was approached. I can interpret it only to mean that in view of the personnel committee the matters of tenure and promotion have been suddenly reversed in their order of relative importance from that which I believe to be more correct. If, in fact, that was not the intent of the

Mr. David Anderson

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Committee, then I suggest that that will surely be the interpretation placed upon it by others who, at some later time, may find that interpretation to their advantage. I would suggest that the matter of tenure is far more important to both the individual involved and to this institution than a promotion in rank ever will be insofar as the elevation of the institution's standards are concerned.

I must give an emphatic negative vote to Recommendation No. 1 of the Senate Personnel Committee (December 6, 1972) and I urge every other Senator to do the same.

Sincerely,

Jerry L. Jones
Senator